



## FY-17 HR Indefinite Recall Board Results

1. Congratulations to the following applicants who were selected for indefinite recall through the FY-17 HR Indefinite Recall Board!

SALLES, EVITA  
ONGARO, MASSIMO

2. Competition was tight during the FY-17 HR Indefinite Recall Board, with 7 qualified applicants reviewed for up to two quotas. The results yielded a 29% Board selection rate.

3. Ultimately, the deciding factor for selection was **sustained superior performance while accomplishing HR work and in leadership positions**, as evidenced by CO's endorsements, fitness reports, Performance Summary Sheets, and PRIMS Summary of PFA Results. Several additional success factors were identified for the best qualified applicants:

	<u>Selectees</u>	<u>Non-selects</u>
HR Related Degree	100%	80%
Professional certification *	50%	60%
HR Letter of Recommendation	100%	40%
National HR Awards	100%	0%

\* Professional certification includes a current, nationally-recognized professional HR certification, such as PHR, SPHR, GPHR, etc.

4. Based on the OPA and eligible applications submitted, there was room for only one YG08 pick. The board members evaluated all aspects of the applications including education, experience, and performance to assess potential to succeed and objectively select the best and fully qualified applicants for indefinite recall. Active HR community questions about this board can be directed to the Officer Community Manager, CDR Bob Reddy at [rajashaker.reddy@navy.mil](mailto:rajashaker.reddy@navy.mil).